

Employees



Context:
The City's ability to perform its work depends first and foremost on its employees. The City seeks to be a model employer and to deliver high-quality services at a reasonable cost to citizens. Since turnover is expensive – hiring, training and other transition costs are an estimated 150% of that employee's total compensation – a healthy and happy workplace is also a lower-cost and more efficient government for the citizens.

Satisfaction

What's happening:
A 2002 survey of City employees found that 90% feel they have a good job or better.

What's next:
The City must continue to improve professional development trainings and work for better communication among and between departments.

Employees



Category	City Employees % of pop.	% of Lane County pop.
African American	2.1%	0.8%
Hispanic	3.0%	4.6%
Native American	2.7%	1.1%
Asian	2.4%	2.3%
Disability	3.6%	N/A

From the City of Eugene's Diversity Annual Report, June 2003.
www.ci.eugene.or.us/HRRS/Diversity/AnnualRpt.htm

Links:
Wall Street Journal link on the cost of employee turnover:
www.careerjournaleurope.com/hrcenter/articles/19980305-agno.html
City's Risk Report:
www.ci.eugene.or.us/HRRS/Risk/RiskRpt03.pdf
City's 2003 Diversity Annual Report:
www.ci.eugene.or.us/HRRS/Diversity/AnnualRpt.htm

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Health and safety

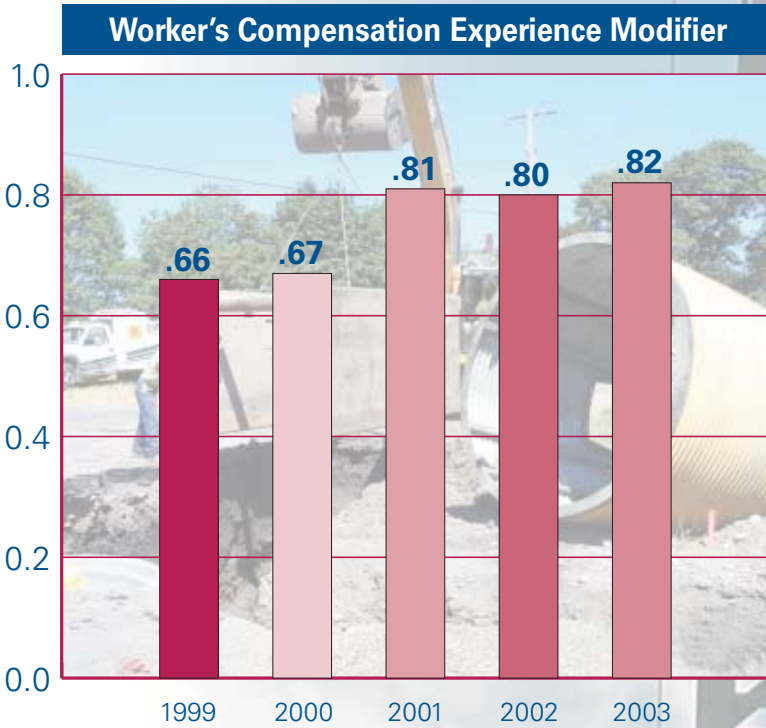
- What's happening:**
- For the last two years, the League of Oregon Cities awarded the City of Eugene the Silver Medal Safety Award.
 - The Employee Health and Wellness Program, which encourages employees to monitor and maintain their health, provides savings of \$51,606 per year from reduced sick leave.

What's next:
Increase promotion of the Health Risk Appraisal program, so that employees can stay healthier and reduce sick days.

Diversity

What's happening:
Eugene is a recognized leader in hiring equitably and creating a respectful workplace. The chart at left demonstrates that the City's workforce closely reflects the demographics of our community.

What's next
While diversity training is ongoing and successful, in the future, trainings will be integrated into other training modules to make it more accessible.



This table shows that the City of Eugene's workers' compensation claims have been better than the average city claims rates (1.0) over the last five years.

Economy



Links:
City's 2004 Adopted Budget:
www.ci.eugene.or.us/ASD/Finance/Budget/FY04Adopted/04AdoptedBudget.htm
City's Business Loan Program:
www.ci.eugene.or.us/PDD/Development/BDF/BDFinfo.htm

Context:
City government has a significant effect on the local economy. Salaries and benefits paid to City employees have a ripple effect on local businesses. Purchasing goods and services from the local area supports a more stable tax base and promotes employment outside of the City's operations. And by operating efficiently, the City reduces the tax burden on Eugene citizens.

What's happening:

- The City purchases between 70% and 80% of all goods and services from local vendors. The biggest sectors are construction and trade services.
- The City operates and manages the airport without the use of local tax dollars. The airport provides essential connectivity to other markets for Eugene's businesses and citizens.
- The City was actively involved in encouraging Delta Airlines service in Eugene. This brings competition to the marketplace and makes travel more affordable. The airport provided \$100,000 to promote the new service to the community. To ensure viability of the Delta's new service, the City backed it with \$400,000. The airport also supported similar projects in 1999 and 2000.
- Since 1984, the City's Business Loan Program has helped to create over 1,000 jobs by providing over \$11 million of reasonably priced financing to Eugene businesses.

What's next:

- The Mayor's Committee on Economic Development presented its recommendations to the City Council in August 2004. During the early part of 2005, the council will review and act on the Committee's recommendations.

The City of Eugene and Sustainability



City's sustainability policies:
http://www.ci.eugene.or.us/environment/city_policy.htm.

City's Resolution on Sustainability:
http://www.ci.eugene.or.us/PDD/Sustain/resolution_no_4618.htm



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The City of Eugene is committed to effectively managing its impact on the economy, the environment and the people of Eugene. By considering both the short- and long-term costs and impacts of the City's operations, the City can steer towards a sustainable system that provides the best value and service for the community.

This brochure contains a sampling of the City's performance and recent efforts. While this is not an exhaustive inventory of the City's service impacts, it does illustrate the breadth and depth of the City's internal activities and commitments. This brochure also provides a brief definition of sustainability issues with internet links to learn more about the subject and the City's activities. While the scope of the issues is global, everyone should participate in regional strategies and actions to strengthen the local community.



Environment

Habitat • Energy and Fuel Use • Water Use • Toxicity / Persistence • Solid Waste / Recycling



Links:

United Nations Intergovernmental Panel on Climate Change:

www.ipcc.ch

Center for Disease Control and Prevention's Second National Report on Human Exposure to Environmental Chemicals

www.cdc.gov/exposurereport/

EPA's Ecosystems web site:

www.epa.gov/ebtpages/ecosystems.html

UN World Water Assessment Program:

www.unesco.org/wwater/wwvap/

EPA's Wetlands, Oceans and Watersheds web site:

www.epa.gov/owow/

EPA's recycling page:

www.epa.gov/ebtpages/pollrecycling.html

BRING Recycling:

www.bringrecycling.org/deconstruction.html

Eugene's programs:

Computer recycling program used by the City:

www1.us.dell.com/content/topics/segtopic.aspx/dell_recycling?c=us&cs=19&l=en&s=dhs

Wetlands program:

www.ci.eugene.or.us/parks/wetlands/

Ridgeline Trail:

www.ci.eugene.or.us/parks/ridgeline/RIDGE_acq_proj.htm

Stormwater management:

www.ci.eugene.or.us/pw/storm/waterways/

Habitat

Context:

Careful management of our land and waterways is necessary to ensure the health and well being of all species in our bioregion and watershed. Urban forests, open-space, waterways and wetlands can provide both an ecosystem for critical species and beautiful places to recreate. Proper habitat management will also ensure a steady supply of “ecosystem services” such as clean air and water and flood control.

What's happening:

There are three ongoing initiatives to preserve habitat and watersheds.

- Wetlands program – The City, the U. S. Bureau of Land Management, and The Nature Conservancy have acquired approximately 2,500 acres to date.
- Ridgeline Trail – 1,067 acres have been acquired to date.
- Stormwater management – Over 18 acres of stream corridor, which were specifically targeted for improving and maintaining water quality and natural resource values, have been acquired. The target is 173 acres.

What's next:

- The native plantings at Tugman Park (see case study below) hadn't taken hold when a 10-year event storm hit. The ensuing rush of stormwater pulled out or damaged many of the new plants. The new plantings are being evaluated this summer and will be replanted as necessary this fall.
- The West Eugene Wetlands Program is moving from the acquisition phase to the restoration and maintenance phase.
- The Stream Corridor Acquisition Program is altering its goals to match available resources.
- The City is continuing its efforts to improve the effectiveness of working with volunteers.

Case study: Tugman Park and Creek



The initial plan to address flood control issues in the park was to install a pipe for runoff but City staff sought an alternative that would also improve habitat. The stream channel was cut to meander rather than run straight and natives were planted along the banks. This slowed the water flow, and as the native plants grow, these conditions will eventually help provide temperature control and improve overall habitat.



Energy and Fuel Use

Context:

Our sources of energy impose substantial costs on our health and the economy through direct pollution such as smog, particulate pollution and acid rain. Energy use is also the major driver of climate change: rising concentrations of carbon dioxide from fossil fuels are bringing uneven and unpredictable changes in temperatures, weather, winds and ocean currents. These changes have potentially massive impacts on biodiversity, rainfall, agriculture and forestry, sea level, and the geographical range of infectious diseases.



What's happening:

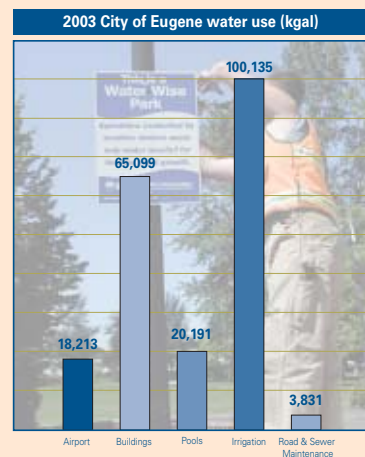
- The City's wastewater treatment plant captures the methane gas it produces and turns it into electricity, providing over half of the main plant's needs. This not only reduces the climate impacts of the methane by about 95%, but it also reduces the need for further production of energy. In 2003, the captured methane provided a savings of \$234,324.
- The wastewater plant is also installing a sulfur oxide (SOx) filter to further reduce climate changing emissions.
- The City's passenger vehicles are being replaced with hybrid-powered vehicles as they come due for replacement. Also, all diesel equipment now runs on 20% bio-diesel and will soon switch to a mix with 80% ultra-low sulfur diesel.
- EWEB's Energy Edge Award went to the new Library for its efficient design. Through a collaborative design process with EWEB, the new Library improved its energy efficiency by 30% over Oregon building codes. Savings on gas and electricity are expected to be about \$25,000 per year.

What's next:

- Create a centralized collection point for all energy use data and improve reporting of that information in order to ensure ongoing improvements.
- Create an energy strategy for City pools, which account for 25% of all energy used in general fund City buildings.

What's next:

Water use data, like energy use data, needs to be centralized in order to be managed consistently.



Water use

Context:

By using water efficiently and by adapting our needs to our water supply and its fluctuations, we can enjoy a regional resource that supports residences, businesses and agriculture for many years to come. Because of state health codes, nearly all the water we use is treated. Treated water has concerns that go beyond the draw from our rivers and water tables. Large amounts of energy and chemicals are used to pump and purify the water, resulting in hidden air and water pollution concerns as well as climate change impacts.

What's happening:

Since 1992, the City has been upgrading its irrigation systems with a weather-controlled device. Typically, this type of system reduces water consumption by 35-40% over a conventional timed system. Currently 97.3% of all park acreage is under this type of control.

Toxicity / Persistence

Context:

Human-made chemicals are used in agriculture, health care, manufacturing, construction and many other important applications. Government and industry have tested only a few hundred of the estimated 70,000 chemicals in common use in the United States for health impacts, and many of those are linked to health and environmental problems. The most persistent chemicals endure years beyond their use and often collect in the food chain.

What's happening:

- Since 1989, Parks Maintenance has actively managed chemicals according to its Integrated Pest Management Plan (IPM). Examples of how this works are:
 - In 2002, on the 548 acres of Eugene parkland, the City used less than 13 gallons of non-persistent spot herbicides. This comes to approximately 3 ounces of herbicide per acre.
 - Since 1989, only three low-toxicity insecticide applications have been made at all but two of the City's parks. At the other two parks, Hendricks and the Rose Garden, the specialized plants require a higher level of maintenance against pests.

- Nearly all custodial chemicals used by Facilities are certified by Green Seal, an independent organization that sets standards for and certifies a wide variety of environmentally sound products.
- Used computer equipment is disposed of by the following methods, depending on its usefulness:
 - Sale at auction for reuse,
 - Donation to non-profit organizations for reuse, or
 - Given to organizations that remanufacture equipment and properly dispose of or recycle rest.

What's next:

- A centralized chemical tracking system for Parks and Open Space is up and running. This system will track all pesticide applications by the department and will eventually be expanded city-wide and will include fertilizer applications.
- The City's pools are its largest chemical users. Unfortunately, every chemical used is required by state and local health codes. The City needs to work with health officials to find an alternative to chemically intensive water treatment in pools.

Solid waste / recycling

Context:

Eugene, like elsewhere, has experienced a long-term upward trend in the amount of solid waste generated. Although we produce waste like most other communities, our residential recycling rate is among the highest in the country. Recycling lessens our burden not just on landfills and trash collection systems, but also on virgin resources. Additionally, recycling and re-use industries are a growing piece of economic development.

What's happening:

- 90% of the material from the teardown of the former Agripac site was recovered for reuse with support from BRING Recycling.
- The City's Leaf Composting Program generates 1,500-3,000 cubic yards of compost a year from leaves collected from city streets.

The graph at right shows the amount of leaves collected each year before composting. The dramatic reduction in leaves collected in 2003 is due to an increase in homeowner and Community Garden requests.

What's next:

- The City will seek to determine its operations' recycling rate so that a baseline can be set and improvements measured. This involves gathering information on city-wide operations to discover the total amount of waste generated and the percentage recycled.
- Implement the recommendations from the All Associates Group's report on reducing paper use in City operations.

